

**APPENDIX
NOTICE TO EMPLOYEES
Posted by Order of the
National Labor Relations Board**

An Agency of the United States Government

The National Labor Relations Board has found that we violated Federal labor law and has ordered us to post and obey this notice.

FEDERAL LAW GIVES YOU THE RIGHT TO

Form, join, or assist a union

Choose representatives to bargain with us on your behalf

Act together with other employees for your benefit and protection

Choose not to engage in any of these protected activities

WE WILL NOT discharge or otherwise discriminate against any of you for supporting Service Employees International Union Healthcare, Local 4, or any other union.

WE WILL NOT threaten you with discharge or other unspecified reprisals because you engaged in union activity.

WE WILL NOT promise you rewards if you engage in surveillance of other employees' union activity.

WE WILL NOT tell you that it is futile for you to select the Service Employees International Union Healthcare, Local 4, or any other union.

WE WILL NOT create an impression that your union activities are under surveillance.

WE WILL NOT coercively question you about your union support or activities.

WE WILL NOT threaten to blackball you because you engaged in union activities.

WE WILL NOT in any like or related manner interfere with, restrain, or coerce you in the exercise of the rights guaranteed you by Section 7 of the Act.

WE WILL, on request, bargain with the Union and put in writing and sign any agreement reached on terms and conditions of employment for our employees in an appropriate unit of Licensed Practical Nurses.

WE WILL, within 14 days of the Board's Order, offer Lavern Harper, Diane Rounds, and Michael Thurmond immediate and full reinstatement to their former jobs, or, if those jobs no longer exists, to substantially equivalent jobs, without prejudice to their seniority or any other rights or privileges previously enjoyed.

WE WILL, within 14 days of the Board's Order, make Lavern Harper, Diane Rounds, and Michael Thurmond whole for any lost wages because of their discriminatory discharges.

WE WILL, within 14 days from the date of the Board's Order, remove from our files any reference to the unlawful discharges of Lavern Harper, Diane Rounds, and Michael Thurmond and **WE WILL**, within 3 days thereafter, notify them in writing that this has been done and that the discharges will not be used against them in any way.

REGAL HEALTH AND REHAB CENTER, INC.

(Employer)

Dated By

(Representative) (Title)

The National Labor Relations Board is an independent Federal Agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor

practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to an agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: www.nlr.gov

The Rookery Building, 209 South LaSalle Street, Suite 900, Chicago, Illinois, 60604-1219
(312) 353-7570, Hours: 9:30 a.m. to 6:00 p.m.

THIS IS AN OFFICAL NOTICE AND MUST NOT BE DEFACED BY ANYONE

THIS NOTICE MUST REMAIN POSTED FOR 60 CONSECUTIVE DAYS FROM THE DATE OF POSTING AND MUST NOT BE ALTERED, DEFACED, OR COVERED BY ANY OTHER MATERIAL. ANY QUESTIONS CONCERNING THIS NOTICE OR COMPLIANCE WITH ITS PROVISIONS MAY BE DIRECTED TO THE ABOVE REGIONAL OFFICE'S COMPLIANCE OFFICER. (312) 353-7170.